



## **LIFE INSURANCE FOR DISABLED EMPLOYEES PREMIUM WAIVER BENEFIT**

**MAY 2015**

The State of Delaware's Group Universal Life (GUL) insurance program includes an important feature to protect disabled employees. If you become totally disabled while enrolled in the GUL program, your (employee only) premium will be waived for as long as you are deemed totally disabled or until you attain age 65, whichever occurs first. As a "premium waiver beneficiary", your GUL coverage will not be reduced by 50% upon employment separation however your Accidental Death and Dismemberment (AD&D) coverage will terminate upon the commencement of the premium waiver benefit. If applicable, you may continue funding the cash accumulation account by paying additional premium payments yourself directly to Minnesota Life. Also, if you want to continue any spouse and/or child dependent Term life insurance you have in force during active employment, you must contact Minnesota Life directly within 31 days to convert those coverage(s) to an individual policy.

### **Eligibility**

In order to be eligible for this benefit, you must be enrolled in the GUL program for at least one year prior to becoming totally disabled. If you become totally disabled after this one-year period and are approved for the premium waiver benefit by Minnesota Life, your employee only premium will be waived upon the exhaustion of the elimination period or when you are approved for the benefit, whichever is later. Once you have been approved, you will be asked from time to time to provide proof that you continue to be totally disabled. If you fail to provide such proof to Minnesota Life, your GUL insurance premium will no longer be paid for you.

### **Definition of Total Disability**

**(Employees with a Date of Disability on or after January 1, 2013)**

"Total disability" or "totally disabled" means that during the 6 month elimination period and subsequent 24 months, you are prevented from performing one or more of the essential duties of your occupation and as a result, your current monthly earnings are less than 80% of your pre-disability earnings; after those 30 months, you are prevented from performing one or more of the essential duties of any occupation for which you are fit through education, experience or training.



## **Applying for Premium Waiver**

### **Employees enrolled in the Disability Insurance Program (DIP)**

Employees awarded Long Term Disability (LTD) benefits by The Hartford who are enrolled in the GUL program will automatically be awarded waiver of premium status by Minnesota Life for as long as you are deemed to be totally disabled or until you attain age 65, whichever occurs first. Premium for dependent life coverages, if applicable, must continue to be paid by the employee.

### **Employees retiring on disability or already retired**

Employees, who are retiring on disability or are already retired and are not enrolled in the Disability Insurance Program (DIP), **must** apply for the waiver of premium benefit in the GUL program by completing and submitting a “Notice of Disability” and “Attending Physician Statement” directly to Minnesota Life for consideration. The “Notice of Disability” and “Attending Physician Statements” are posted on the Statewide Benefits Office website at [www.ben.omb.delaware.gov/life](http://www.ben.omb.delaware.gov/life).

### **Termination or Exhaustion of the Premium Waiver Benefit**

If you cease to be totally disabled, or if you fail to give proof of your continued disability when requested by Minnesota Life, you may continue your coverage if you promptly resume paying the applicable premium based on your employment status as shown below.

### **Rehired by the State of Delaware on or after July 1, 2015** **(Option 1)**

If you are rehired by the State of Delaware into a benefit eligible active position on or after July 1, 2015, your monthly GUL & AD&D rates effective July 1, 2015 are shown below:

<b><u>Age</u></b>	<b><u>Rate/\$1,000</u></b>	<b><u>Age</u></b>	<b><u>Rate/\$1,000</u></b>
< 30	\$0.050	87	\$5.113
30-34	\$0.059	88	\$5.483
35-39	\$0.077	89	\$5.889
40-44	\$0.096	90	\$6.323
45-49	\$0.142	91	\$6.830
50-54	\$0.244	92	\$7.393
55-59	\$0.382	93	\$8.067
60-64	\$0.594	94	\$8.852
65-69	\$1.037	95	\$10.088



70-74	\$1.837	96	\$12.119
75-79	\$2.843	97	\$15.608
80-84	\$4.357	98	\$21.543
85	\$4.449	99	\$23.140
86	\$4.763		

**OR**

**Retired, Unemployed or Rehired by the State of Delaware on or after July 1, 2015**  
**(Option 2)**

If you decide to retire, remain unemployed or are rehired by the State of Delaware into a non-benefit eligible active position on or after July 1, 2015, your monthly GUL & AD&D rates are displayed in the two (2) charts below and will be charged based on your original hire date with the State of Delaware.

**Hired or Rehired prior to July 1, 2015**

**Portability** – If your premium waiver benefit should terminate or exhaust, you will be able to port (take with you) 50 percent of your GUL coverage amount in effect as of your last day of benefit eligible active employment. Monthly “ported” GUL and AD&D rates effective July 1, 2015 are displayed in the chart below and are higher than rates for benefit eligible active employees:

<b><u>Age</u></b>	<b><u>Rate/\$1,000</u></b>	<b><u>Age</u></b>	<b><u>Rate/\$1,000</u></b>
< 30	\$0.052	87	\$5.540
30-34	\$0.062	88	\$5.940
35-39	\$0.082	89	\$6.380
40-44	\$0.102	90	\$6.850
45-49	\$0.152	91	\$7.400
50-54	\$0.262	92	\$8.010
55-59	\$0.412	93	\$8.740
60-64	\$0.642	94	\$9.590
65-69	\$1.122	95	\$10.930
70-74	\$1.990	96	\$13.130



75-79	\$3.080	97	\$16.910
80-84	\$4.720	98	\$23.340
85	\$4.820	99	\$25.070
86	\$5.160		

**Conversion** – You may convert the remaining 50 percent of your GUL coverage amount (based on attained age) into an individual policy, if applied for within 31 days of termination or exhaustion of your premium waiver benefit. Converted rates are higher than ported rates.

**Hired or Rehired on or after July 1, 2015**

**Portability** – If your premium waiver benefit should terminate or exhaust, you will be able to port (take with you) 100 percent of your GUL coverage amount in effect as of your last day of benefit eligible active employment. Monthly “ported” GUL and AD&D rates effective July 1, 2015 are displayed in the chart below and are higher than rates for benefit eligible active employees and for employees hired or rehired prior to July 1, 2015.

<u>Age</u>	<u>Rate/\$1,000</u>	<u>Age</u>	<u>Rate/\$1,000</u>
< 30	\$0.063	87	\$7.586
30-34	\$0.077	88	\$8.134
35-39	\$0.105	89	\$8.736
40-44	\$0.132	90	\$9.380
45-49	\$0.200	91	\$10.133
50-54	\$0.351	92	\$10.968
55-59	\$0.557	93	\$11.968
60-64	\$0.871	94	\$13.133
65-69	\$1.529	95	\$14.967
70-74	\$2.726	96	\$17.980
75-79	\$4.218	97	\$23.156
80-84	\$6.463	98	\$27.378
85	\$6.600	99	\$29.093

86	\$7.066		
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**Conversion** – You can convert 100 percent of your GUL coverage (based on attained age) into an individual policy if applied for within 31 days of termination or exhaustion of the premium waiver benefit. Converted rates are higher than ported rates.

### Summary

Please contact Minnesota Life directly by telephone at (877) 215-1489 or by email at [lifebenefits@securian.com](mailto:lifebenefits@securian.com) for more information regarding your Minnesota Life coverage. You may also contact the Statewide Benefits Office Customer Service Unit by telephone at (302) 739-8331 or (800) 489-8933 with questions regarding the GUL program.

During the period that you remain totally disabled, you must alert Minnesota Life of any change to your address and/or telephone numbers. If you are also enrolled in a life insurance program sponsored by your school district, please contact your district representative for instructions on applying for the waiver of premium benefit, if applicable.

While the State hopes and intends to continue this “premium waiver” feature indefinitely, the State reserves the right at any time, in its sole discretion, to modify or eliminate this feature, without advance notice to employees or disabled employees.

